

# BRIDGING

## THE GAP



ISSUE 37: JUNE - JULY 2013



NATURALIZATION STORY:  
SGT MARIO DELGADO-LEDEZMA



CENTER FOR PEOPLE  
IN NEED

IMMIGRATION TRIVIA



JUNE  
GAY PRIDE MONTH



**INSIDE THIS ISSUE:**

Empowerment: A True Measure of Diversity by COL Brett Andersen.....	3
Naturalized Citizenship Series: Naturalization: SGT Mario Delgado-Ledezma.....	4
Naturalized Citizenship Series: Center For People in Need.....	6
Naturalized Citizenship Series: Website Review: refugees.org.....	8
Naturalized Citizenship Series: Immigration Trivia.....	9
Guard Pilot Hides Sexuality for Over 20 Years.....	10
Celebrating African American Heritage Month with JAZZ.....	12
Restaurant Review: Mi Casa.....	14
NEMA: Past, Present, Future.....	15
Movie Review: Whale Rider.....	16
Book Review: The Red Pyramid.....	17
Diversity Leadership Program.....	18
Equal Opportunity Leader's Course Prepares Unit Soldiers.....	20
SEP Member Highlight: TSgt Lindsay Bustamante.....	22
Diver-cipe Corner: Garlic and Paprika Roast Beef, Roasted Peppers & Yorkshire Puddings.....	24
Naturalized Citizenship Series: U.S. Citizenship Test Answers.....	26
Asian Community and Cultural Center's Sudan Lunch and Learn.....	28

**NEBRASKA'S EXCELLENCE IN DIVERSITY***By BG Michael Navrkal*

This year the Equal Opportunity and Diversity Council members were privileged to review five nomination packages of individuals who depict excellence in diversity. Measured against nationally-based standards, these individuals have immersed themselves in various organizations and culturally-diverse communities. As members of the Nebraska Army and Air National Guard, they professionally represent the environment of inclusiveness that we are continually building and developing.

TSgt Lindsay Bustamante hit the ground running as a new member of the Special Emphasis Program (SEP) Group. She attended several special community events, including the National Association for the Advancement of Colored People (NAACP) award banquet. She wrote newsletter articles for *Bridging the Gap* that eloquently captured the meaning and importance of diverse celebrations. TSgt Bustamante is also credited with designing a one-sheet orientation document for new members based on her personal experiences in joining the SEP Group.

*Continued on Page 21*

## THE NEBRASKA MILITARY DEPARTMENT VALUES DIVERSITY

*The purpose of the SEP Group is to work with leadership and management in carrying out their joint responsibility to identify barriers to the recruitment and advancement of special emphasis groups, devise solutions, and draft plans to implement the solutions.*

*In addition, the SEP Group provides opportunities for positive exchange among diverse groups through community outreach, education and cultural diversity awareness.*

**PUBLISHER**

Special Emphasis Program (SEP) Group

**CREATIVE DIRECTOR**

Mary Schmidt-Rodriguez

**EDITORS**

SGM Mark Felker  
TSgt Kevin Krausnick  
Pam Makovicka  
LaVonne Rosenthal  
Mary Schmidt-Rodriguez

**ASSISTANT EDITORS**

SMSGT (Ret.) Peggy Brown  
TSgt Lindsay Bustamante  
Alisia LaMay

**SPECIAL EMPHASIS PROGRAM (SEP)****GROUP MEMBERSHIP**

LaVonne Rosenthal  
[lavonne.a.rosenthal.civ@mail.mil](mailto:lavonne.a.rosenthal.civ@mail.mil)

Pam Makovicka  
[pamela.a.makovicka.civ@mail.mil](mailto:pamela.a.makovicka.civ@mail.mil)

Mary Schmidt-Rodriguez  
[mary.m.schmidtrodriquez.nfg@mail.mil](mailto:mary.m.schmidtrodriquez.nfg@mail.mil)

Jessie Bockelman  
MSgt Tonja Buchholz  
MAJ Dale Burrage  
TSgt Lindsay Bustamante  
COL Anita Curington,  
Deputy Chair  
MSG Matthew Dorsey  
MSgt Jennifer Eloge

CW2 Jennifer Fotinos  
CW2 Dustin Guenther  
SSG Mandy Hatcher  
MAJ Richard Jones  
Terri Kattes  
SGT Heidi Krueger  
Alisia LaMay

SSG Dean Martin  
Capt Joey Meyer  
BG Michael Navrkal, Chair  
TSgt Sharon Okra-Goll  
SFC Cecilio Roman  
Carla Schreiber  
SSG Erin Youngblood

*Interested in becoming a member of the SEP Group?  
Please contact LaVonne Rosenthal at the email address listed below.*



# EMPOWERMENT

## *A TRUE MEASURE OF DIVERSITY*

By COL Brett Andersen - G6 and 67th BfSB Commander

In preparation for writing this article, I did what any responsible officer should do before publishing a thought about his/her organization...I researched what my boss thought diversity meant. Then, I did what any good college student would do... I did a Google search on the term *diversity*. Surely I could glean some keen insights and original, thought provoking nuggets from diversity professionals who have found a way to provide a pithy definition for me. Not so much; this search returned about 38,900,000 results. I struggled to carve the time out to write this article, so I knew making it through 38+ million articles probably wasn't going to happen. However, of the articles I did read, it became apparent that finding the clear, concise and precisely meaningful definition I was searching for wasn't going to happen. It also became apparent to me why I wasn't finding what I was looking for. Quite simply, it was because I have my own viewpoint on what diversity means. Then, I knew I was in trouble...I had to put some original thought into what diversity means to me.

Diversity is more than race, religion, gender, national origin, sexual orientation, education, aptitude, physical capabilities, etc. If we measure our diversity only with numbers or percentages, we are destined to view ourselves as less than optimal. This may hold especially true in an organization such as a military department. While the Nebraska Military Department is comprised of several different personnel systems, the majority of our job opportunities require military membership. Accordingly, if we measure ourselves with numbers alone, based on characteristics of people, we will never be representative of our communities in many areas. This is due to the fact

that 75% of the population is not eligible to serve in the military because of low education levels, physical or mental ailments and/or legal issues.<sup>1</sup> While I agree it is important to strive to improve inclusion based on these tangible characteristics, I believe true diversity is reached through maximization of what we currently have going for us...our values, our thoughts and empowerment.

I believe diversity can be better defined utilizing values, thoughts and empowerment of the individuals in organizations as it relates to mission accomplishment. Again, we are an organization that always looks to improve, but in order to move forward you have to accomplish tasks at hand with the resources you currently have rather than the resources you would like to have.

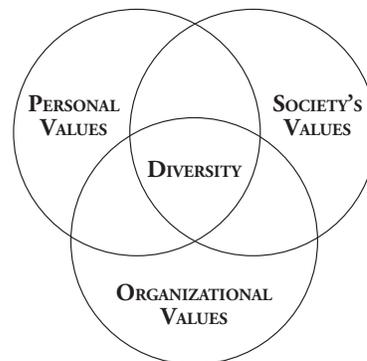
The leader of an organization must artfully communicate and demonstrate the make-up of his/her character to ensure the values that comprise the organization are consistent and compatible with those of the people he/she serves. It is important to recognize that consistent and compatible does not equate to "the same." The figure to the right graphically depicts how personal, societal and organizational values can nest together in part and create a unique effectiveness.

The leader who can communicate and demonstrate that the convergence of all three sets of diverse values is possible in



his/her organization creates a foundation for establishing a climate that allows for freedom of thought.

Creating an environment that embraces freedom of thought is key to maximizing the talent of individuals in an organization. Good ideas are born from neither rank nor status in an organization. Good ideas are born from critical thinking. The ability to think critically helps an institution challenge its own biases and egocentric tendencies.<sup>2</sup> Critical thinking skills enable us to deal with contradictions and problems in a tumultuous environment in a reasoned, purposeful and productive way.<sup>3</sup> Quite simply, critical thought is the precursor for innovation and creativity in an ever changing environment in which the



# NATURALIZED CITIZENSHIP SERIES PART 7

*Bridging the Gap is proud to conclude our series focusing on Naturalized Citizenship in the United States.*

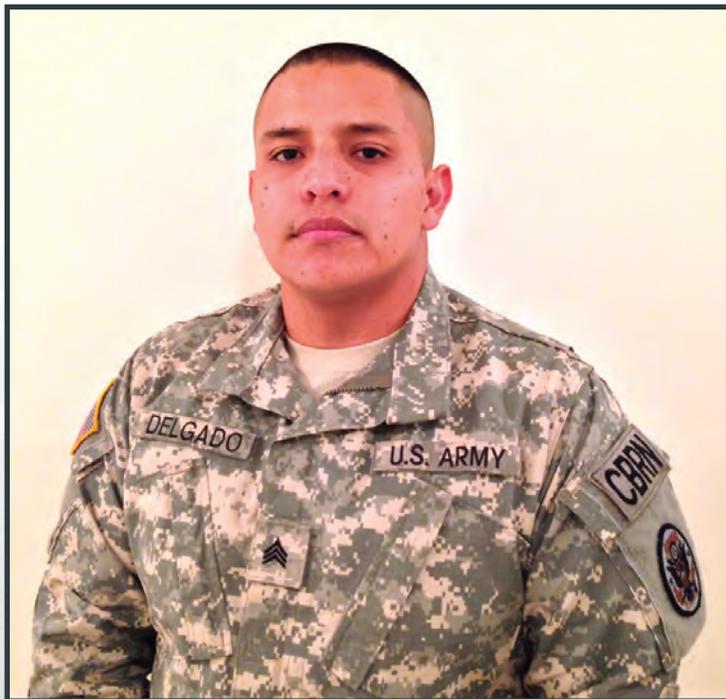
## NATURALIZATION STORY: SGT MARIO DELGADO-LEDEZMA

*By SFC Cecil T. Roman*

### WHAT DOES THE VALUE OF CITIZENSHIP MEAN TO US?

I have been very blessed to know the great reward of being an American Citizen. My family is from Texas and before that, the country of Mexico. I was born in the great state of Nebraska and was raised with Midwestern values. Serving in the Nebraska Army National Guard (NEARNG) was a given for me. When I became a Recruiting and Retention Noncommissioned Officer (NCO) my intent was to help individuals have a future. Yet, I didn't know how much I could help someone really have a future until I met a young man named Mario Delgado-Ledezma.

Mario's parents brought him to the United States when he was only two years old. Being in the country illegally, it was very hard for his parents to provide for seven children. His parents never gave up becoming legal permanent residents, and that dream was realized in 1986 with the Immigration Reform and Control Act of 1986. Soon after his parents were granted residency they began the paperwork for permanent residence status. It wasn't an easy or cheap process, but after eleven years, Mario Delgado-Ledezma was finally a legal resident of the United States.



Mario enrolled into the Junior Reserve Officer Training Course (JROTC). A determined attitude allowed Mario to excel in JROTC, becoming Cadet Command Sergeant Major (CSM) his sophomore year. Mario's love for the military increased even more when he was assigned a leadership position. During JROTC, he became a member of the pistol team, rifle team, saber team, drill team and color guard. By his senior year, he rose in rank and was in line to become the Battalion Commander.

However, life sometimes takes unexpected turns, and Mario had to drop out of school for he was about to become a young father. He knew he had responsibilities to meet but hoped that he could finish school in the future. Time doesn't wait and Mario continued with life doing what he must while dreaming of being in the service.

The National Guard is a big family and as such we are always looking out for each other. Mario had a brother-in-law named SGT Manuel Lopez-Inzunza in the NEARNG who contacted me saying that Mario wanted to join but he didn't have a diploma. Fortunately at that time, in 2006, the Guard had the GED-Plus program which sent our new recruits to North Little Rock, Arkansas to the General Education Development (GED) center. Mario only had to pass the initial entrance exam known as the Armed Services Vocational Aptitude Battery (ASVAB) and the entrance physical. His determination and support from his family got him to this point; Mario took it from there. All I had to do was lead him in the right direction and on September 19, 2006, Mario became a member of the 754th

*Continued on Page 5*

# NATURALIZED CITIZENSHIP

## SERIES PART 7



*SGT Delgado continued from Page 4*

Chemical Company for the NEARNG as a Chemical Specialist.

Mario's pursuit to become a traditional Soldier wasn't enough. He knew that he wanted to become a citizen and have all the rights that would bring; he would then have more opportunities in this great country. Being an M-day Soldier gave him the benefit of being with his family and at the same time fulfilling his dream of being in the United States Armed Forces. In Mario's opinion, the Nebraska National Guard granted the best gift for his family in 2010 when they offered to help him pay for the application for his United States Citizenship. Mario was very thankful the National Guard made the process very easy. In less than three months SPC Mario Delgado-Ledezma became a United States Citizen. Mario continued to hit the ground running utilizing the Federal Tuition Assistance and the Montgomery GI-Bill to educate himself, working toward a better life for his family.

Now that Mario had his citizenship, his story may seem complete. But not for someone who knows the appreciation of what he calls a gift. Thanks to his hard work and dedication to the 754th Chemical unit, he was offered a two-week extension on Annual Training (AT) orders to conduct AT recovery in 2010. In July 2011 he was put on orders until September 2011. Immediately following that, Mario was put on long-term Active Duty Operational Support (ADOS) orders from October 2011 through September 2012 to maintain and provide logistics for Chemical, Biological, Radiological, Nuclear and Enhanced (CBRNE) Conventional Weapons, Combined Enhanced Response Force Package (CERFP). From 2011-2012 Mario attended and graduated the Career Counseling Course, Operational

Radiation Safety Course, Area Rae Training, Confined Space Awareness and the Civil Support Skills Course. Mario accomplished many things during this time, and I believe he unknowingly set an example for others. Mario earned the esteemed responsibility of an NCO on 1 April 2012 when he was promoted to Sergeant. In Mario's mind he finally felt that he could be a leader for subordinate enlisted Soldiers and at the same time help prepare future leaders.

SGT Delgado-Ledezma's story doesn't end there. His ADOS orders were extended until September 2012. He was very grateful to the Army National Guard because he knew had a second chance in

### *Mario's journey to citizenship began in a little town in Mexico – Michoacan.*

life to obtain a career and live a good life. Although he was very satisfied with the position and being on long-term ADOS orders, he wondered if he could advance further in the Army National Guard. Most Soldiers who serve on long term ADOS orders cover the Active Guard and Reserve (AGR) program. Therefore in July 2012 SGT Delgado-Ledezma decided to apply for an Active Guard Reserve (AGR) position with the 72nd Civil Support Team (CST) in Nebraska. Unfortunately, he didn't get the position. Slightly disappointed, he took this as a learning experience. SGT Delgado-Ledezma didn't give up on the pursuit, and discovered the 42nd Civil Support Team (CST) in North Carolina had an AGR position available.

Mario applied for the position and flew to North Carolina for the interview. The hiring process for the 42nd Civil Support Team in the North Carolina Army National Guard (NCARNG) was different from the one in Nebraska. North Carolina had three stages: the Army Physical Fitness Test (APFT), conducting rigorous tasks in a level A suit

and the actual board. Out of five Soldiers who applied, only he and another passed all three stages. After a long one month wait, SGT Mario Delgado-Ledezma received the call and the NCARNG 42nd Civil Support Team offered him the position of Survey Team NCO.

Mario's journey to citizenship began in a little town in Mexico – Michoacan – then moved on to Omaha, Nebraska, and now continues in Greenville, North Carolina. The definition of citizenship is the state of being vested with the rights, privileges and duties of a citizen. Following is a quote from Mario, "I look back at my life and I realize that we can achieve anything we set our minds to. I didn't always

make the easiest choices and I thought my dreams were over, but thanks to the National Guard and my hard work and determination, I have been

able to accomplish many goals in my life. Having arrived in the United States illegally and having my parents suffer tremendously just so my siblings and I could live the American dream, I can finally look back and say that I am proud of myself for accomplishing so much and I am even more proud of my parents for their courage to embark on the great journey... to live the American dream. The National Guard really gave me a second chance in life, to live well and obtain a career. But most importantly, the National Guard helped complete my parents' dreams (that almost seemed impossible for a family who came into the United States illegally) of seeing me become a United States Citizen and serving in the most powerful military in the world."

I am proud to be a Citizen-Soldier but I can enhance that pride tenfold when I think of Mario's plight and how the Nebraska Army National Guard took a chance and gave him an opportunity. I can tell you his wife Karla and his children Mariana, little Mario and Myleen are even prouder of Mario.



# IDEAS – CATALYSTS OF CHANGE

## CENTER FOR PEOPLE IN NEED

By *BG (ret) Roma Amundson*

3901 North 27th Street  
Lincoln, Nebraska

*An idea is never given to you without your being given the power to make it a reality.*

*~Milton Avery*



“How’s retirement?” is the question often asked whenever I meet military friends, and so let me just say, “It’s great!” Retirement from the military has opened many doors and windows of opportunity and knowledge, and I’m enjoying that immensely.

Such a window opened one day in August 2012, when I was walking precincts in my election campaign for Lancaster County Commissioner (which is indeed another example of a window of opportunity and knowledge for me). A lady was watering her flowers, and we struck up a conversation. It turned out that I was talking with Beatty Brasch, the Executive Director for the non-profit

corporation, Center for People in Need in Lincoln.

What she told me caught my attention immediately, because, first, I had no real knowledge of the extent of poverty in Lincoln, and second, I was impressed beyond description about the contributions this organization is making to

improve the lives of thousands of people living in Lincoln. Finally, and most importantly, I realized that I was talking with a warm, compassionate and idealistic person who cares immensely about helping people, saw a need and acted to fill that need. She is an example of a person who had an idea and acted energetically to fulfill it, and she has made the difference in the lives of countless people, not only directly, but indirectly.

Beatty Brasch is the Founder and Executive Director of the Center for People in Need. Just ten years ago Beatty

opened the Center’s doors in a little Lincoln bungalow. Its first contributions to the community were the distribution of personal care items and clothing to people in poverty. This program is now called *Nebraska Truckloads of Help*, and has grown to provide personal care items, household supplies, winter clothing, school supplies and other items to more than 250 non-profit agencies across Nebraska that service thousands of low-income people.

A very specific group of people that the center serves is that of immigrant and refugee families. *Refugee Resettlement Assistance* is provided which essentially helps the families with finding community resources, medical services and housing. Some need a Social Security number, and the Center’s employees and volunteers will assist in that as well as help with filling out paperwork for green cards, citizenship documents, travel documents and passports.

The Center also provides classes in preparing immigrants and refugees for the naturalization test. An important aspect of naturalization is understanding the English language. Many of the immigrant and refugee people have little or no understanding of the English language, and, in some cases, not even the grammar of their own language. To fill that gap, the Center provides five English as a

# NATURALIZED CITIZENSHIP SERIES PART 7



Center for People in Need continued from Page 6

The Center for the People in Need also provides food for people in need, and the numbers are staggering for 2012:

- Average number of families served per week: 1,227
- Average number of individuals served per week: 3,409
- Average cost per family per week: \$0.75
- Average cost per individual per week: \$0.22
- Total pounds of food distributed in 2012: 2,614,185
- Average pounds per individual: 2.3
- Value of food in 2012: \$4,339,547
- Cost to Center for People in Need for 2012: \$40,089.85



Second Language (ESL) classes ranging from very beginning to advanced levels. As a point of information, computer resources are translated into 51 different languages, and 15 languages are spoken at the Center by its staff members, who also provide interpretative services in the city and county. Clearly, it is very evident that this facility is vitally important to a large segment of our community.

Additionally, job skills training is provided in partnership with the Nebraska Department of Health and Human Services. The Center generally has 80 low-income workers, immigrants, refugees and people with mental and physical disabilities in classes where they receive job skills training and work experience in forklift operation, computer and office skills, janitorial skills, print service and food service. Classes last usually around eight weeks and are provided throughout the year. The students are people who do not have the financial resources, the necessary academic background and aptitude or the capability to attend colleges or other institutions. The Center is dedicated to helping individuals attain the level of skills that will allow them to move effectively into the workforce.

Another very vital service is that of *Health Hub* which assists uninsured patients requiring care and other assistance find the right community resources that will provide health care and other services. Such means of assistance include finding a doctor, receiving medications, applying for food stamps and general assistance and seeking Medicaid assistance. Lincoln and Lancaster County have several organizations that can help, but the trick is to eliminate the red-tape and to find the right program, and the Center does this in order to facilitate care for the people it serves.



It is estimated that 16% of Lincoln's population is living in poverty in Lincoln and Lancaster County. Since I've been on the Board of County Commissioners, I've become increasingly more familiar with the services that are provided by the numerous 501(c)(3) non-profit corporations within the area to the more than 42,000 people in poverty. As a 501(c)(3) organization, its financial

resources come through grants and donations.

These non-profits are staffed by caring and compassionate people who are truly making a difference in this community. At the Center for People in Need, 35 employees and 25 Americorps volunteers provide the brawn to accomplish the services mentioned above. Frankly, the level of assistance provided to people within this community is mind-boggling, and to think that it is the brainchild of Betty Brasch just 10 years ago is extraordinary.

What is impressive about Betty was that she had an idea and acted upon it. Betty had the idea that she wanted to help people in Lincoln, and so she took action, beginning with a small bungalow from which she distributed clothing and personal care items. Her passion was noted by an anonymous donor who asked her what she needed to achieve her mission of donating goods to low income people across the state. Her answer was that she needed a large building to

# NATURALIZED CITIZENSHIP SERIES PART 7

## WEBSITE REVIEW: U.S. COMMITTEE FOR REFUGEES AND IMMIGRANTS

<http://www.refugees.org>

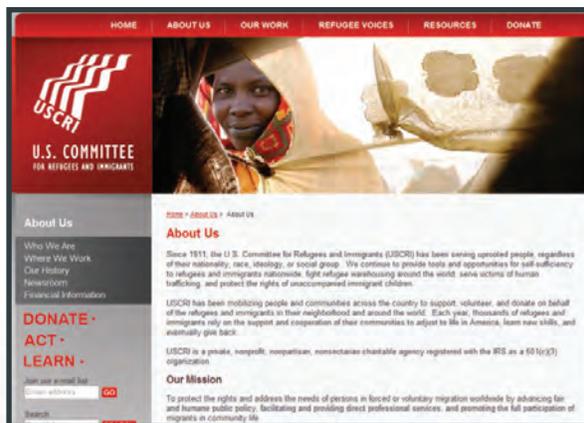
Review by LaVonne Rosenthal

Upon opening this website, we are presented with photos of children and refugees in difficult living situations. We can click to watch one family's journey from Burma, or we can read a report from the field about Jordan and Syria. If you move the mouse too slowly though, you'll have to wait until the options rotate around. I chose to watch the story of a family from Burma, and at the end it noted that the story was actually a compilation of several families' stories.

Options to choose from the tabs across the top of the web page are: Home, About Us, Our Work, Refugee Resources and Donate. When I chose to find out more about the organization under "About Us," the following information was provided:

"Since 1911, the U.S. Committee for Refugees and Immigrants (USCRI) has been serving uprooted people, regardless of their nationality, race, ideology or social group. We continue to provide tools and opportunities for self-sufficiency to refugees and immigrants nationwide, fight refugee warehousing around the world, serve victims of human trafficking and protect the rights of unaccompanied immigrant children.

"USCRI has been mobilizing people and communities across the country to support, volunteer and donate on behalf of the refugees and immigrants



in their neighborhood and around the world. Each year, thousands of refugees and immigrants rely on the support and cooperation of their communities to adjust to life in America, learn new skills and eventually give back.

"USCRI is a private, nonprofit, nonpartisan, nonsectarian charitable agency registered with the IRS as a 501(c)(3) organization."

Their mission is "to protect the rights and address the needs of persons in forced or voluntary migration worldwide by advancing fair and humane public policy, facilitating and providing direct professional services, and promoting the full participation of migrants in community life." This is not a newly formed organization, as they proudly state that they have a century of service: "For the past 100 years, USCRI has helped shape history. From publishing the first book on U.S. Citizenship to helping refugees from war-torn places in Europe, Asia and Africa build new lives in the United States to protecting the rights

of unaccompanied immigrant children to now serving victims of human trafficking in the United States, USCRI has led the way in guiding newcomers toward achieving the American Dream."

Other headings on the home page are Refugee Resettlement, Deferred Action, Migrant Children and Trafficking. These links provide lists of services and information related to the specific topic.

When I selected "News Room" from the drop-down menu at the top of the home page I found articles from 2012 such as *Influx of Unaccompanied Migrant Children a Tragedy that Requires Congressional Attention* published in the Texas Observer, June 14, 2012 and *Lackland Dorm to House Overflow of Detained Kids* published in the San Antonio Express News, April 17, 2012. This leads me to believe that some of the information on the website has not been updated in about a year. Selecting other pages reaffirmed this fact, in that a story about Syria and Jordan was from 2012.

Their page on Resources provides a number of documents related to topics such as health, family literacy and finances under the family section, along with resources for employers, service providers and lawyers. Visitors to the website can select a document that is written in their native language.

While some of the information on the website has not been updated in about a year, it appears that there are a number of resources that are timeless. The design of the site itself is easily navigated with eye-appealing colors and layout.



# NATURALIZED CITIZENSHIP

## SERIES PART 7



### IMMIGRATION TRIVIA

- How long does one generally have to be a permanent resident before applying for U.S. citizenship?
  - 3 years
  - 5 years
  - 6 years
  - 8 years
- The S.S. Baltic arrived at Ellis Island in 1907. What was unique about the passengers on board?
  - All the passengers were inhabitants from an island that was ravaged by a tropical storm.
  - All the passengers were children.
  - There were 1,000 women on board all looking for a husband.
  - The passengers on board were all infected with the plague.
- Citizenship and Immigration Services is part of what agency?
  - Department of Defense
  - Department of Justice
  - Department of Corrections
  - Department of Homeland Security
- What is the proper term for a “Green Card”?
  - Permanent Resident Card
  - I-94
  - Employment Card
  - Asylum Visa
- Before it was known as Ellis Island, what was another name for the island?
  - Jersey Island
  - Gibbet Island
  - Oyster Island
  - Both a and c
  - Both b and c
- What was Ellis Island used for during World War II?
  - It housed enemy service members.
  - It continued to take in immigrants.
  - It was shut down until the war was over.
  - It was used to train U.S. servicemen before sending them overseas.
- The first immigrant to be processed on Ellis Island on January 1, 1892 was a 15 year old girl (the day of her birthday) who arrived with her two brothers from Ireland. What was her name?
  - Anna Smith
  - Mary Todd
  - Annie Moore
  - Annie Lennox
- Which famous Hollywood director was born in Sicily and immigrated to America as a child with his family?
  - Martin Scorsese
  - Brian DePalma
  - Francis Ford Coppola
  - Frank Capra
- Which Secretary of State was born in Czechoslovakia and immigrated to the United States in 1948?
  - Madeleine Albright
  - George P. Schultz
  - Alexander Haig
  - Henry Kissinger
- When did Ellis Island first open and when did it officially close?
  - Opened in 1845 and closed in 1955.
  - Opened in 1876 and closed in 1976.
  - Opened in 1892 and closed in 1954.
  - Opened in 1889 and closed in 1965.

*Immigration Trivia Answers on Page 26*

*Center for People in Need continued from Page 7*

serve not only as an educational and community center, but also a warehouse for her goods. She searched out the building on North 27th Street, and lo and behold, a \$1,000,000.00 donation came her way. The building purchased with that money has now become a warehouse that serves Nebraska, provides educational services, distributes food, clothing and personal items, assists in finding medical care, offers job training and helps in the naturalization process. It is absolutely essential in Lincoln and Lancaster County to meet the needs of low-income people who may otherwise be totally destitute.

The lesson for us in this story is, as Thomas Edison wrote, “The

value of an idea lies in the using of it.”

#### Sources

[www.centerforpeopleinneed.org](http://www.centerforpeopleinneed.org)

“*The Face of Poverty Today in Lincoln, NE*,” Center for People in Need, 2012

“*Fighting Poverty One Family at a Time*,” 2011 Annual Report, Center for People in Need

“*Community Action of Nebraska*,” Statewide and Regional Community Assessment on Employment, Barriers to Employment and Training Needs, Community Action Partnership, 2012





# GUARD PILOT HIDES SEXUALITY FOR OVER 20 YEARS

## COMES OUT TO MILITARY COLLEAGUES AND FRIENDS VIA FACEBOOK STATUS

By TSgt Jason M. Melton



U.S. Air Force LtCol Phillip Fields, a KC-135 Stratotanker pilot of the 173rd Air Refueling Squadron in the Nebraska Air National Guard, goes over his pre-flight checklist during a routine mission October 3, 2012.

He saunters into the flight briefing room with the confidence of a seasoned pilot. Legs crossed and leaning against the chart table, he uses a series of animated hand gestures to back up the story he is telling. Colleagues say he is frank and honest. Everything about him attracts attention, from his sleek Mercedes to his flight suit to his Cartier wedding ring.

Not everything about him was always this conspicuous. He hid a skeleton in his closet, keeping a secret from even his closest military friends for 24 years.

LtCol Phillip "Flip" L. Fields, Jr., C Flight Commander of the 173rd Air Refueling Squadron in the Nebraska Air National Guard, is a distinct individual, broad shouldered and tall. From the thinning blond hair on his head down

to his once black, now scuffed greyish-blue flight boots, he fits the description of an Air Force pilot. His love of country and flying has been present throughout his entire life. It was for that love that he kept his sexuality hidden for almost two decades under the *Don't Ask, Don't Tell* policy.

Dealing with his sexuality was an evolutionary process for the 43-year-old Fields. Like a chameleon he adopted different diversion tactics to fit into the heterosexual norms of the military.

For the first six years of his Air Force career, Fields was able to easily suppress feelings about his sexuality without much effort. According to Fields, four years of swimming and the rigorous academic schedule at the Air Force Academy followed by 52 weeks of intense pilot training and almost a year of RC-135 Rivet Joint specific training left little time for any serious personal relationships.

He continued suppressing his true sexuality well into his first assignment at Offutt Air Force Base, Nebraska, and Fields became involved with a female pilot but broke off the relationship shortly before going overseas to perform temporary duty in Italy. It was there that

**JUNE  
PRIDE  
MONTH**

In June 2012, as the Pentagon celebrated Gay Pride Month for the first time, Secretary of Defense Leon Panetta thanked gay and lesbian service members for their service.

"As we recognize Pride month, I want to personally thank all of our gay and lesbian service members, LGBT (lesbian, gay, bisexual and transgender) civilians, and their families for their dedicated service to our country," he said. "Before the repeal of Don't Ask, Don't Tell (DADT), you faithfully served your country with professionalism and courage. And just like our fellow service members, you put your country before yourself." He concluded with, "Diversity is one of our greatest strengths. During Pride month - and every month - let us celebrate our rich diversity and renew our enduring commitment to equality for all."

Continuing in the spirit of recognition, we are featuring an article written by TSgt Jason Melton, Public Affairs Specialist, Joint Force Headquarters, Public Affairs, Nebraska National Guard, sharing a personal story of one of our Nebraska service members.



*Guard Pilot Hides Sexuality continued from Page 10*

he experienced his first gay encounter. Upon returning home he resumed his relationship with his girlfriend, but it didn't last long. He remembers that was the last real girlfriend he ever had.

Accepting his sexuality was one thing, but hiding it from the military was another. He started hanging out in the gay scene on a limited basis, traveling to Kansas City and Denver, hoping to avoid being caught by someone he knew. He used his unit's high operations tempo as an excuse for not having a girlfriend.

He was forced to rethink the way he kept his personal life separate from his military career when he received orders to Royal Air Force Mildenhall, England. His new unit was much smaller and the operations tempo was slower than it was at Offutt making it more difficult to avoid military functions.

Shortly after moving to England, he became very good friends with Jo, an English publican who owned the pub down the street from where he lived. He started taking her to unit functions as his girlfriend. That continued for the three years he was stationed in England.

"I don't know if people bought it, but in my head it looked good," said Fields.

As his date of separation from the military loomed, Fields was faced with the tough decision of either staying in the Air Force and living a double life, or getting out and living as an openly gay man.

It was right after the 9/11 terrorist attacks, and at the time no airline was hiring, so he joined the Nebraska Air National Guard so he could pay his bills.



*U.S. Air Force LtCol Phillip Fields, a KC-135 Stratotanker pilot of the 173rd Air Refueling Squadron in the Nebraska Air National Guard and his husband, Philip Gainey are all smiles in Battery Park after tying the knot October 12, 2012. Fields was legally able to marry his partner of seven years after Congress repealed the DADT policy earlier that year.*

Fields said he planned on "jumping ship" as soon as he found a civilian job.

"I wanted my own life and I wanted out from under the *Don't Ask, Don't Tell* policy completely."

***After a sleepless night, he isolated himself in his basement and prepared to update his Facebook status with a post that would change his life forever.***

He became a Guard bum, working 15-17 days per month. At first he used stories of Jo in England. Later on in his Guard career, he told actual stories of relationships he was in, changing the name of the person from male to female.

He avoided every Guard function possible. "They probably thought I was the biggest snob because I attended the absolute bare minimum."

A few years after joining the Guard, Fields was hired as a pilot for FedEx.

"This made it easier for me to avoid military functions."

"I didn't think twice about why he didn't attend many functions," said Capt Paul Erickson, pilot and chief of training for the 173rd Air Refueling Squadron. "He didn't make a big deal about his personal life and I wasn't going to press him about it."

Although he continued avoiding military functions, Fields said he stopped making up stories about heterosexual relationships when his relationship with Phil, now his husband, became serious.

*Continued on Page 13*



# CELEBRATING AFRICAN AMERICAN HERITAGE MONTH WITH JAZZ

By SGT Heidi Krueger



The Special Emphasis Program (SEP) Group presented jazz music for the enjoyment of all Nebraska Military Department personnel to help celebrate African American Heritage Month on February 27 at the Joint Force Headquarters Building in Lincoln, Nebraska.

The Nebraska City High School Jazz Band performed a number of songs for the celebration. Jazz music included selections from Summertime, Tenor Madness, Big Noise from Winnetka, Blue Dance, Fat Cat, 125th Street Blues and On Green Dolphin Street.

Attendees enjoyed lunch provided by Popeye's Louisiana Kitchen or brought their own lunch while listening to great jazz music.

The Nebraska City Jazz Band is directed by SGT Greg Olsen, a member of the Nebraska 43rd Army Band. As a well known music educator and woodwind performer in Nebraska, SGT Olsen has experience teaching all levels of students including high school and college.

According to SGT Olsen, music is what he loves and he's glad his civilian career and military career can work together and make a great event like this happen. "It's why I do what I do," said SGT Olsen. "It was outstanding. And I am excited to be a part of this celebration."

According to some of the Nebraska City Jazz Band students, they enjoyed playing the different songs for fun rather than competition. "It's nice to play for people for the African American Heritage Month

Celebration," said Hannah Dierking, a trumpet player and senior from Nebraska City.

Overall, the African American Heritage Month celebration was a great success. Over 75 people learned a little more about African American Heritage Month and enjoyed listening to some great music from high school students.

*Following are luncheon remarks by MSgt Sharon Okra-Goll*

As you're finishing your meals I'd like to tell you a little about jazz history...

Most historians will agree that jazz originated in New Orleans, Louisiana, around 1850-1900s. Jazz is considered the first American music style to influence music worldwide. This "free

*Continued on Page 13*



*African American Heritage Month continued from Page 12*

music” was started by African slaves as well as the freed people of color...often incorporating spirituals, field hollers, blues, marching band music as well as European music traditions. Typical jazz band instruments would include a rhythm section (percussion, bass guitar, piano, organ, as examples) and a horn section (trumpets, saxophones, trombones, to name a few).

When I think of jazz, I think of an eclectic mix of music, rhythm, blues, pop and smooth sounds that make you want to tap your toes! I grew up listening to the sounds of some of the greatest jazz performers ever. My dad went to college on a saxophone scholarship, so I’m a little partial to saxophone greats like Charlie Parker, John Coltrane, Sonny Rollins all the way up to David Sanborn and Kenny G. Jazz music was a great escape for our family since many family nights were spent listening to my dad play and/or listening to albums on the record player. I think one of the greatest treasures and family heirlooms passed on will be my grandfather’s brass saxophone that he

used to play in the Navy band.

Jazz isn’t a simple style that can be easily defined. However, it mixes other styles of music to make a completely different level of music. What made jazz different from earlier styles of music was the use of improvisation, often by more than one player at a time. It was a break from traditional music that was usually written down and played exactly as it was written. In jazz, the song is often just the starting point or frame of reference for the musicians to improvise from. It’s been characterized as the product of group creativity, interaction and collaboration.

Pianist, Earl Hines remarked: “...when I was playing classical music I wouldn’t dare get away from what I was reading. If you’ve noticed, all of the symphonic musicians, they have played some of those classical tunes for years, but they wouldn’t vary from one note – and every time they play they have to have the music. So that’s why for some classical musicians, it’s very



difficult for them to try to learn how to play jazz.”

Duke Ellington described jazz as, “it’s all music.” Jazz doesn’t always have a particular structure or form it has to take. Actually, many of the musicians could not read music at all, but their enthusiasm for playing created a sense of joy that the audiences loved. Jazz was an exciting departure from other music of the time.

There are many sub-genres of jazz, many different styles, blends and even instruments used to create the sounds that can be considered jazz. We are very lucky to have the Nebraska City Jazz Band with us today who will play for us their interpretation of several different jazz selections. 

*Guard Pilot Hides Sexuality continued from Page 11*

“I felt bad lying about my relationship with Phil and turning it into something that it wasn’t.”

“In hindsight, I feel bad about avoiding my colleagues,” said Fields. “In my head I was doing the best I could under Don’t Ask, Don’t Tell.”

Fields had been in a serious relationship for nearly seven years when the DADT policy was repealed in September 2011. That didn’t convince him to reveal his true sexuality though.

“I was worried that there would be backlash from my military friends,” said Fields.

It was an incident that happened well after the DADT policy had been repealed that ultimately influenced Fields’ decision to come out to his military colleagues and friends.

“I was out to lunch with a good friend and he purposely asked me about my personal life,” Fields said. “It was the first time since the end of DADT that I had the perfect opportunity to share the news to a military member about my upcoming wedding and I blew him off.”

For the first time, Fields said he realized he was not the only one in the relationship living a double life. “Everything I was going through, Philip was also experiencing and he didn’t have to.”

At that moment Fields said he knew what he needed to do. After a sleepless night, he isolated himself in his basement and prepared to update his Facebook status with a post that would change his life forever.

Fields said his mouth went dry somewhere near the end of the last paragraph of the post.

“My hands were visibly shaking as I finished typing.”

His mind went numb as he made himself a drink, turned off his phone and sat down at his computer once again.

After what seemed like several minutes, Fields said he pressed enter, closed his laptop and sat alone in his basement comforted by the darkness, wondering what type of replies he would get from his military family.

Contrary to the nightmare he had anticipated, there was an outpouring of support from friends and military colleagues all over the world. “My coming out has been received phenomenally by my Guard family.”

***“I can now truly live the Guard motto. Family. Guard. Job.”*** 



## RESTAURANT REVIEW

*Review by Barbara Bittner  
Senior Communications Manager  
at Creighton University*

# MI CASA MEXICAN RESTAURANT

105 West Mission Avenue, Bellevue, Nebraska 68005; 402-884-6010

[www.facebook.com/MiCasaNE](http://www.facebook.com/MiCasaNE)

Open Tuesday-Saturday: 11:00 am-2:00 pm & 4:30 pm-8:00 pm

Closed Sunday & Monday (Family owned - Call before you go to check if they are open)

Have you ever been to one of those restaurants where, the moment you walk in, you just know it's something special? Where the owners greet you warmly and actually take the time to talk with you? And where the food is as good as, or even better than, the atmosphere?

Mi Casa in Olde Towne Bellevue is that place. The owners, Irma and Ignacio Arriola, opened the restaurant a couple of years ago, using recipes that were handed down to them from their parents and grandparents. Everything here is made from scratch, and the love and care that they take with everything they prepare absolutely shines through. From their amazing margaritas (made with homemade mix), to the delicious, chunky guacamole and salsa (they make the tortilla chips), right through to the flan at the end of the meal, everything is bursting with flavor.

I recently celebrated my (mumble mumble)th birthday, and my husband and son wanted to take me out to dinner. I had my pick of restaurants in Omaha,



and Mi Casa was the only place I wanted to spend that special evening.

We've been frequenting Mi Casa for more than a year, and walking in always feels like coming home. We're always greeted enthusiastically, and they let our eight-year-old son decide where he wants to sit. He almost always chooses the booth nearest the cash register, since it gives him more opportunity to talk to Irma and Ignacio and their family members, who all are part of the team.

At this point, they all know us so well that the moment we walk in, they know to tell us whether they have any

Mole en Gallina that night (chicken in mole sauce). Their mole is something of a house specialty, and for right now it's only available a few days every week. They hope to add it to the permanent menu soon, along with their delicious chimichangas and fish tacos. For now, you have to get there early in the week to ensure that it's available. And it's worth it! The mole sauce is mild, and the flavor is stunning. There's a hint of cocoa flavor, which is what sets mole apart from most other sauces.

There is a little warmth from chiles that are added to the recipe, but nothing a born-and-bred Nebraskan can't handle. If you've never tried mole and if you're feeling adventurous, you should give it a shot.

However, for my birthday dinner, I chose my favorite thing on the menu: brisket tacos. They make the brisket in-house, and you can tell the moment you taste it that they've taken their time and cooked

*Continued on Page 19*



# NEBRASKA EMERGENCY MANAGEMENT AGENCY (NEMA) PAST, PRESENT AND FUTURE

*By Alisia LaMay*



*Past entrance to NEMA's underground bunker.*

By statute, the Nebraska Emergency Management Agency (NEMA) is responsible for reducing the vulnerabilities of the people and communities of Nebraska against damage, injury and loss of life and property resulting from natural, technological and man-made disaster. NEMA is a civilian State agency within the Nebraska Military Department. As such, the Adjutant General, MG Lyons, is the State Emergency Management Director. The Assistant Director, Al Berndt, is responsible for managing day-to-day operations.

If a disaster occurs or is imminent, the local jurisdiction is the first response. When local resources are, or will be exceeded, local officials contact NEMA to request state assistance. NEMA assesses the incident and coordinates the deployment of appropriate state resources to support the response. Based on their assessment, NEMA can make a recommendation to the governor

on whether a state disaster declaration is warranted. If the governor issues a state disaster declaration, additional state-level funding can be utilized for the disaster response and a Presidential disaster declaration may be requested.

NEMA supports other State agencies and local governments with training and education programs, public information, administering federal grants, disaster recovery assistance and disaster planning. NEMA writes plans at the State level, including the State Emergency Operations Plan (SEOP), the State Hazard Mitigation Plan and the Nebraska Radiological Emergency Response Plans for the two nuclear power stations located in Nebraska. NEMA coordinates State and Federal emergency planning and disaster recovery, as well as homeland security activities.

## *History of NEMA*

### *1953*

The State Civil Defense Agency is housed on the 12th floor of the State Capitol, staffed mostly by volunteers.

### *1959*

The agency moves to 1600 North 10th Street in Lincoln.

### *1962*

The agency moves to the new underground bunker at 1300 Military Road. This bunker was designed and built during the Cold War to withstand

a nuclear attack on the United States. This 8,500 square foot bunker serves as a workplace for Civil Defense employees, as well as an Underground Capitol for head officials and key personnel.

### *1962*

The agency establishes a 24-hour watch in the State Emergency Operations Center (SEOC) during the Cuban Missile Crisis. The 24-hour staffing of the SEOC has been repeated many times throughout the history of the agency, notably during the floods of 1993, the Y2K scare and the terrorist attacks of September 11, 2001. When the SEOC is not staffed, Duty Officers monitor news and forecasts, and respond to calls for NEMA.

### *1993*

Federal Emergency Management Agency (FEMA) adopts an all-hazards, risk-based program. At its core is the creation of an emergency management system based on a partnership of local, State and Federal governments, voluntary agencies, business, industry and individual citizens. Since that time, NEMA has provided training and exercise opportunities to local governments in Nebraska on a variety of natural and technological/man-made hazards.

### *1996*

The Nebraska Emergency Management Act is issued and the State Civil Defense Agency becomes the Nebraska Emergency Management Agency.

*Continued on Page 27*



# MOVIE REVIEW

Review by TSgt Kevin Krausnick

# WHALE RIDER

Written and directed by Niki Caro - 2002

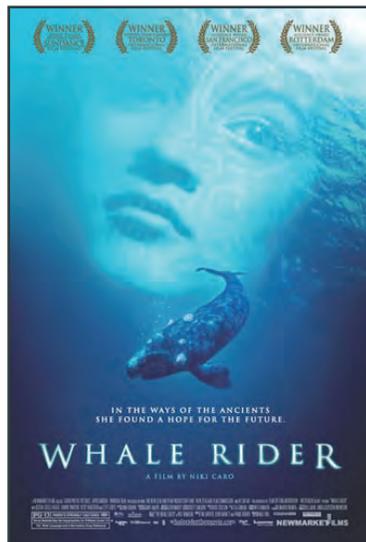
Based on the book "The Whale Rider" by Witi Ihimaera; Available on DVD

Starring Keisha Castle-Hughes, Rawiri Paratene and Cliff Curtis

On the east coast of New Zealand's North Island, there lives a native Maori tribe called the Ngāati Porou. The Ngāati Porou trace their ancestry back to Paikea, a man who came to their land from Hawaiki, riding on the back of a whale. According to legend, Paikea's jealous brother tried to drown him, but Paikea called to the god of the sea, who sent a whale to rescue him and deliver him to the shores of New Zealand. Since the time of Paikea, the Ngāati Porou have waited for the firstborn son of each generation in Paikea's line to take his place as chief.

Into this ancient line is born another child named Paikea, the film's central character. There's just one problem – this Paikea is a girl. Her twin, a boy, the one who would be chief, died in childbirth, along with their mother. And as Paikea tells us, there was no gladness when she was born; only the bitterness of crushed hopes and expectations.

Most affected by this disappointment is Paikea's grandfather, Koro. An aging Maori elder, he sees his people struggling, both to maintain the old ways and to adapt effectively to the changes brought by the modern world. Their only hope, as he sees it, is for a new leader to be born, the physical and spiritual heir of Paikea who can bring hope and renewal to his people. As Paikea reveals in the opening narration, "He wished in his heart that I'd



never been born...but he changed his mind."

This sets up the most important relationship in the story, the complex relationship between Paikea and her grandfather. He clearly loves her, and has devoted his life to raising her in the absence of her itinerant father. Despite this, he cannot hide his disappointment that she is not a boy. And Paikea adores him, and longs for nothing more than

his acceptance and approval.

But when Koro begins to teach the young men of the village the old ways, Paikea repeatedly invites his anger by trying to participate. The traditions and her grandfather are clear – this is for boys only. Koro is hoping to find the one meant to lead his people, and this cannot be a girl. But despite Paikea's respect for her grandfather, she finds herself compelled by something deeper: a mystical calling, a spiritual destiny that she can no more ignore than she can explain.

It is this marriage of the natural and the supernatural, the interposing of the gritty reality of modern Maori life with the throb of unseen spiritual realities, which makes *Whale Rider* such a special film. Caro, the director, deftly captures a portrait of a culture in transition. Many of the unique beauties of Maori culture are shown, but so are many of the not-so-

glamorous realities. Filmed on location in northeastern New Zealand, and populated with many local non-actors, the film feels absolutely authentic from first frame to last. It is this grounding in a real time and place that helps the film's more mystical themes soar.

At least as impressive as the film's writing and directing is the luminous, Oscar-nominated performance of Keisha Castle-Hughes as Paikea. The performances are strong all around, but Castle-Hughes shines, and is the heart of the film. Only twelve years old at the time of filming, *Whale Rider* marks her acting debut, and in many ways the story rests on her shoulders. She more than comes through. Longing, heartbreak, confusion, courage, determination...Paikea experiences all of these, and us with her. That such a young actress could give such a sincere, complex and honest performance is remarkable. My praise may sound like hyperbole, but Castle-Hughes deserves it. There is a scene near the climax that is one of the most raw and emotionally devastating scenes I've ever seen on film, and its power comes almost entirely from her performance.

*Whale Rider* is fascinating on one hand because of the culture that it depicts, and the story is intimately connected to that culture. But what makes it a great film is its exploration of universal themes. At its core, it is about human relationships that every person can relate to. It is also about love – not just the bonds and joys that love brings, but also the struggles we create when we love something too much. Beautiful, intimate and complex, *Whale Rider* is a treasure for all people to enjoy.





# BOOK REVIEW

# THE RED PYRAMID

*Review by Alexander Goll*

*Written by Rick Riordan*

*Hyperion Book CH; May 4, 2010*

Hi, my name is Alex Goll and I am a seventh grade student at Schoo Middle School. In addition to *The Red Pyramid*, Rick Riordan is also the author of the Percy Jackson book series. He creates an adventure like no other author that I have read. *The Red Pyramid* is 516 pages long, with 41 chapters and author's notes.

The main protagonists in the story are two kids who are brother and sister, Carter and Sadie. The two siblings don't know each other very well as they live separately and only get to see each other every six months or so. Carter is self-conscious and easily embarrassed, while Sadie is dramatic and likes to be self-absorbed. The antagonist in this story is, Set, the God of Evil, who wants to rule the world.

I have told you a little bit about the main characters, but will fill in some of the pieces of the book with a quick summary of the storyline. Riordan tells the story as if it is a tape-recorded message narrated by Carter and Sadie. Carter and his dad are on their way to pick up Sadie when his dad notices a man who looks like a jazz musician watching them. As Carter goes inside to get Sadie, his dad stays behind to talk with the stranger. When Carter and Sadie are headed back to the car, Sadie notices the mysterious man and drags Carter with her to spy on them.



They learn the stranger's name is Amos; but they will never guess why Amos is there and what is going to happen next.

The book takes place in the present and the main characters have adventures that take place all over the world. My favorite part of the book is at the end. [Spoiler Alert!] Carter and Sadie have an intense battle with Set and prove they can work together. Carter then goes to help a girl (whom he likes) named Zia. Zia is a young girl who helps Carter and Sadie in their battle against Set and gets hurt in the process. As Carter goes to help her, she turns into a clay statue, dries up and

blows away. In the end, it was a fake version of Zia and the real version is still out there! The reason why this is my favorite part is that it caught me off guard and was very unexpected.

I can also relate to Carter and Sadie during the adventures they have. There are times I feel helpless like the main characters; for example, when I am trying to complete a task that seems impossible to me. It is kind of like when Carter and Sadie are trying to defeat the God of Evil. I realize that impossible tasks are possible to accomplish. And I also realize (just like Carter and Sadie did) when I stick with it, I can do anything I set my mind to.

The type of person who might want to read this book is probably a person who loves adventure and mythology (e.g. Greek, Roman, Egyptian, and/or Native American). So, if you like adventure and have an interest in mythology type books, I would suggest you read this book (and the entire series).

On a scale of 1 to 10, I give *The Red Pyramid* a 10. This book includes mythology, adventure, action and a bit of humor. Those things are everything that I look for in a book. In addition, if you really like mythology, try reading Rick Riordan's six book Percy Jackson series. I would say that Rick Riordan is one of my favorite authors and I enjoy reading his books.





# DIVERSITY LEADERSHIP PROGRAM

By COL Anita Curington

I attended the Nebraska Army National Guard's first Diversity Leadership Program course 26-28 March 2013, consisting of 30 students ranging in rank from Staff Sergeant to Colonel. The purpose of the program was to:

1. Reinforce and heighten an awareness of leadership strengths, weaknesses, preferences, styles and behaviors.
2. Embrace diversity of thought.
3. Gain deeper insight into how personal style and preference impact individual, team and organizational performance.
4. Gain an understanding of the dynamics of conflict by learning to identify its nature, sources and techniques to influence the outcome, especially in cross-cultural environments.
5. Improve group communication and develop strategies to lead organizational transformation across multigenerational and cross-cultural environments (to include joint, interagency and multinational).
6. Explore how collaboration and effective peer relationships strengthen coherent strategies and organizational success with a shared and executable vision.
7. Create a list of attainable goals and practical strategies to reach them and continue to appreciate life-long learning.

In order to meet these objectives, students were required to take a series of self evaluations prior to attending the course. A majority of the course was allotted to discussion of the assessment tools and how to incorporate this new knowledge of oneself into becoming a more effective leader.

The first assessment was the EQ-i 2.0 which provided a model of one's Emotional Intelligence. This provided the students with assessments in five composite areas: self perception (understanding your emotions), self expression (expressing your emotions), interpersonal (develop and maintain relationships), decision making (use emotions to make better decisions) and stress management (cope with challenges). These were further divided into 16 sub-categories.

The second assessment was the Thomas-Kilmann Conflict mode instrument (TKI) which assessed an individual's behavior in conflict situations. This model depicted a person's behavior along two basic dimensions: (1) assertiveness, the extent to which an individual attempts to satisfy his/her own concerns and (2) cooperativeness, the extent to which the individual attempts to satisfy the other person's concerns. There are five methods of dealing with conflict: competing, collaborating, compromising, avoiding and accommodating.

The third assessment was the Myer-Briggs Type Indicator (MBTI), an in-depth description of personality preferences which yields a four-letter description of how one gains energy (extraversion or introversion), gathers or becomes aware of information (sensing or intuition), decides or comes to a conclusion about that information (thinking or feeling) and deals with the world (judging or perceiving).

The final assessment was the Fundamental Interpersonal Relations Orientation-Behavior (FIRO-B) which focuses on how you are oriented to interpersonal relations. The tool measures your interpersonal needs in three areas: inclusion, control and affection. For each of these interpersonal needs, there was a measure of how much each need is expressed or wanted by the individual.



An additional subject covered in the course was Boundary Spanning and Leading Across Generations. In Boundary Spanning, we covered five types of boundaries:

1. Vertical boundaries: leading across levels, rank, seniority, authority and power.
2. Horizontal boundaries: leading across functions, units, peers and expertise.
3. Stakeholder boundaries: leading at the interchange of an organization and its external partners, alliances, networks, value chains, vendors, customers, shareholders, advocacy groups, government and communities.
4. Demographic boundaries: leading between diverse groups, including the full range of human diversity from gender and race, to education and ideology.
5. Geographic boundaries: leading across distance, locations, cultures, regions and markets.

There are three universal and overarching strategies for collaborating across

*Continued on Page 19*



*Diversity Leadership continued from Page 18*

boundaries. Managing boundaries taps into the power of differentiation - the need for autonomy, distinctiveness and uniqueness across group boundaries. Forging common ground taps into the power of integration - the need for affiliation, unity and connection across group boundaries. Discovering new frontiers taps into the power of integration and differentiation simultaneously - the location where the most advanced and innovative opportunities await. Out of the three strategies come six boundary spanning practices: buffering (creates safety), reflecting (fosters respect), connecting (builds trust), mobilizing (develops community), weaving (advances interdependence) and transforming (enables re-invention).

The final block of instruction was in leading across generations. For the first time ever, there is the possibility for five generations to be in the workforce at the same time. The generations are based on your birth year: Traditionalists (1925-

1945), Baby Boomers (1946-1964), Generation X (1965-1979), Millennials (1980-1999) and iY/iGen (2000-present). [Dates are approximate as many sites list different year spans for each generation.] To understand differences between generations, it is useful to consider how children were generally raised (family structure and parenting style) as well as the significant events in national news, culture, technology and economics during each generation's formative years (ages 5 to 15).

This course was not all classroom lectures. Each block of instruction had exercises which allowed the students to interact and discuss techniques to assist in becoming a better leader based on what we learned. We also had two exercises that focused on communication. A task was given and the entire group had to communicate and cooperate in order to accomplish the task in the specified way and within the allotted time. Using the tools from the assessments, you could see how people interact. Our class composition was quite extraverted and

competitive, but in order to accomplish the task, we had to collaborate and listen to all ideas in order to determine the most efficient way to accomplish the task (and beat the fastest time from previous classes - like I said we were extremely competitive).

The last thing we worked on was an individual data consolidation worksheet where we listed all our assessments and began developing an action plan outlining focus areas, potential liabilities based on preferences, leadership strengths and challenges and determining one thing (micro initiative) that we would commit to do as a result of this self awareness.

I would recommend this course to everyone. It was a great opportunity for self reflection. If you have never taken any of these assessments, it is an opportunity to discover your preferences, biases, tendencies and potential blind spots that you might or might not be aware of. Some of these assessments are available online and others are available through our State Equal Employment Manager, LaVonne Rosenthal. 

*Mi Casa continued from Page 14*

it to perfection. The tacos are simple - just soft flour tortillas, brisket and shredded cheese (they give you lettuce and tomatoes to add, but I never do), but the flavor is anything but simple. Smoky and delicious, perfectly seasoned, the brisket is something you'll come back for again and again. And you can add it to other dishes--for example, my husband loves to substitute the brisket for ground beef in their enchiladas, and they're considering adding that to the menu, as well. (Note from BTG Creative Director: I can attest to the incredible flavor of the brisket tacos. Mi Casa is the restaurant my son and I crave when in Bellevue!)

That night, my husband ordered a combo plate, with brisket enchiladas and a chile relleno. Having lived in Albuquerque, New Mexico, for several years, he's a chile relleno aficionado, and he tells me that these are some of the best he's ever had. For anyone not familiar with chile rellenos, basically you take a chile pepper (often Anaheims), stuff it with cheese,

batter it and throw it in the deep fat fryer. I'm not a fan, but my husband couldn't live without them. Mi Casa always manages to find great fresh chiles, which is something of a trick when you live in Nebraska. Again, if you've never tried one and you're feeling adventurous, give the chile rellenos a spin!

As for our son, he's a bit leery of Mexican food in general. I think it stems from living in Albuquerque for three years, where all Mexican food is made as hot as possible. He's a lot like me, and avoids really spicy food. However, he has found a favorite dish at Mi Casa - their nachos. While the nachos are part of the appetizer menu, the plate is large and they give you more than enough to fill a hungry kid. My son also loves their Mexican hot chocolate, which is creamy and delicious, with the added bonus of a dash of cinnamon.

Dessert options at Mi Casa include homemade flan (custard), which is creamy and delicious, and chimi de dulce, which is a chimichanga filled with either

apple or cherry filling. We've tried a little of everything, and they're all fantastic. Assuming, of course, that you're not too stuffed to try dessert!

Mi Casa also serves breakfast - their breakfast burritos compare extremely favorably to my favorites in Albuquerque.

The menu at Mi Casa is fairly limited; they currently have just one page of main dishes. However, they are working on expanding their offerings, and you are welcome to ask about substitutions (remember the brisket enchiladas?). And they are happy to work with those who are on gluten-free diets. Although the number of menu options may not be huge, the quality of what they do offer is impossible to beat, and you won't miss the four-page menus you'll find at other restaurants.

So, if you're craving delicious, homey Mexican food in a warm, welcoming atmosphere, you could do no better than to head to Mi Casa. And they offer a 15% military discount for those in uniform on Thursdays for lunch! 



# EQUAL OPPORTUNITY LEADER'S COURSE PREPARES UNIT SOLDIERS

*By LaVonne Rosenthal*



Camp Ashland was the setting for this year's Equal Opportunity Leader's (EOL) Course, 4-10 April 2013. Fifteen students were involved in learning about policies and procedures related to Equal Opportunity (EO) to prepare them to serve as the eyes and ears of their commander. Their roles at the Battalion levels and below are to provide training, assist individuals in filing EO complaints and partnering with Equal Opportunity Advisors (EOAs) at the Brigade level.

The class began with remarks from MG Judd Lyons, The Adjutant General, expressing his appreciation to the Soldiers who have accepted the additional duty of EOL. He stressed the importance of being involved and engaged in the training so that they can be successful in aiding their commander. Topics presented included effective communication, complaint procedures, sexual harassment, racism and sexism, effective feedback and power and discrimination. The instructors whom I partnered with to conduct the

training were CW2 Dustin Guenther, SFC Greg Smith, SFC Bonnie Frazier and SFC Christine Gonzales. Special guest instructors included Air National Guard EO personnel, Maj Melissa Link, Capt Virginia Witulski and MSgt Sharon Okra-Goll. BG Mike Navrkal, Assistant Adjutant General - Army, summarized the training on the final day, emphasizing the important role these Soldiers provide to their commander in being aware of what is going on in the unit.

Feedback from students was positive, with Soldiers surprised at the amount of coursework necessary to prepare them for their responsibilities. One person thought they would just be sitting in the class, passively listening to lecture and then walk out with a certificate at the end of the class. Students were actively involved in learning with practical exercises, daily quizzes over reading materials on different cultures and designing a presentation to be given to their fellow students. Oh, and

the final exam was on everyone's mind from day one.

This is the third iteration of the EOL course conducted in Nebraska. The course materials are directed by Department of Army so that if an EOL is deployed, they are readily prepared to deal with any issues

in theater. All 15 Soldiers have met the requirement for deployment and for ensuring a positive and inclusive EO environment in their own unit.

I would like to personally thank SFC Smith for his dedication and support throughout the course. He was involved in training at least one block each day and provided valuable real-world experiences for students. Also, thank you to Mr. Guenther, SFC Frazier and SFC Gonzales for taking time from your busy schedules to assist with the training. Without your input, students would be unaware of the rewards and challenges of working in the EO environment.

The next EOL course for Nebraska National Guard Soldiers will be held in March 2015, as we conduct the class every other year. A two-day EO conference will be held in 2014 for all trained EOLs and any newly assigned personnel.





*Nebraska's Excellence In Diversity continued from Page 2*

1SG Matt Dorsey provided a vital link between 209th Regional Training Institute and the SEP Group, bringing a broader view of the Army National Guard (ARNG) to the group. Previously, the SEP Group membership was based predominantly in Lincoln. 1SG Dorsey's active involvement in the SEP Group overflowed into his daily activities as he communicated details of diversity activities with his commander and co-workers, thus increasing participation at SEP sponsored events.



LTC Craig Strong was recognized for his creativity in designing a *diversity in leadership* program in the 110th Medical Battalion. He has also implemented a lunch and learn educational event for unit members to have the opportunity to learn about different cultures during lunch on drill weekends.



CPT Russell Bartholow was nominated for the great strides he has made in partnership with the State Recruiting and Retention Command as the Professor of Military Science at the University of Nebraska at Kearney. One of the individuals he has worked with wrote about the great impact CPT Bartholow has had on her life, encouraging her to do more with her life than she had imagined. CPT Bartholow's nomination package has been forwarded to National Guard Bureau for competition



at the national level.

MSgt Sharon Okra-Goll's passion for diversity was highlighted in her nomination letter from Brigadier General Daryl Bohac, Assistant Adjutant General - Air. She is noted for being a diversity ambassador for the Nebraska Air National Guard as an active member of several community groups. MSgt Okra-Goll is a role model for youth as she is involved with mentoring and mediation through the Lincoln Mediation Center. Her nomination package has also been forwarded to National Guard Bureau for national competition.



Please congratulate all five of these individuals for their efforts in advancing diversity efforts in their organizations, communities and the Nebraska National Guard. We look forward to more nominations next year for this annual award as we continue to recognize the advancements we make in diversity and inclusion.

### *Purpose of Award*

Awards are presented to outstanding individuals and organizations (units/wings/departments) for significant contributions in the Nebraska Military Department. The award plays an important role in the work to combat structural barriers that prevent acceptance of diversity in the workplace. Six awards may be presented.

1. Three individual awards; one Army National Guard (ARNG), one Air National Guard (ANG) and one State.
2. Three organizational awards; one ARNG, one ANG and one State.

These awards are to recognize superior performance and significant contributions within the diversity arena, demonstrating a direct impact on the Nebraska Military Department.

### *Criteria of Award*

Professional accomplishment beyond the standard duties and requirements of the position. Demonstration within the diversity arena of imaginative and unusually high impact initiatives, exceptional resourcefulness and notable achievement. For more information, please contact LaVonne Rosenthal.





# SEP MEMBER HIGHLIGHT

## TECH SERGEANT

# LINDSAY BUSTAMANTE

**155 Air Refueling Wing (ARW) Mission Support Group Admin /  
Active Guard Reserve (AGR) Orders Specialist**

I was my parent's second child, born in Omaha, Nebraska. I have an older sister, Jessikah. Before I was born my father had served in the Marine Corps, but was not in the service at that time. My mother had recently become a teacher.

My dad got a job at the 155th ARW when I was two years old, which brought us to Lincoln. It was fun growing up in Lincoln. I attended the first kindergarten class when Fredstrom Elementary school opened. I enjoyed playing with my older sister - whenever she was willing to play with me. We would ride our bikes and "go up the street" to play with friends, and I remember we had to be home when the street lights came on.

I remember my dad being gone every now and then for military exercises, and I visited him at the base many times while I was growing up. I recall thinking it must be a very boring place to work, which is ironic.

My sister and I both have always loved music, from singing to playing the piano. Our mother was also a singer, and she would always say that we were such good singers because she sang to us while in her womb. I think she might be right! We both took dance and piano lessons from the age of five until we were in Junior High or High School.



One day when I was about seven, I met a girl who lived in a house diagonally behind us. Her name was Gina, and her father was from Peru. She lived with her mother and father, little sister Angela and little brother Erik. She became my best friend and I spent a lot of time over at their house. Her younger siblings were

the closest thing I had to younger siblings, which was something I really wanted. Her dad played the piano so beautifully and he taught me how to play the songs he had composed.

At a very early age, I would embellish or "arrange" the songs to add my own style to the music. But his style of playing is present in my playing even to this day. Before he taught me how to play his music, I was only slightly interested in playing the piano. When I was ten, Gina and her family moved to Florida, where her dad got a job as a graphic artist. I got to visit them a few times by myself on an airplane, which was the beginning of my love of traveling the world.

I remember having to get stitches on my chin while I was visiting them in Florida, and Gina's dad was speaking in Spanish as we drove to the hospital. I didn't know what he was saying. Now I have a love for the Spanish language, and my two sons are half Mexican, so I try to speak Spanish to them daily.

As I got older, I would go to movies and listen to the music in the background and the soundtrack. My dream was to be a composer of movie soundtracks. My other dream, which I have had since I can remember, was to be a mother.

I attended Lincoln High School and had wonderful music teachers, Mr. Skutchan and Mr. Rush. I participated in

*Continued on Page 23*



*TSgt Butsamante continued from Page 22*

Cheerleading, Pomalinks, Concert Choir and Varsity Swing Choir. I was even the prom and homecoming queen, which I was a little bit embarrassed about at the time.

During my senior year in high school, I enlisted in the Air National Guard, and I left for basic training three months after graduation. When I returned, I attended the University of Nebraska-Lincoln's (UNL) School of Music as a vocal music major for a couple of years, until I realized I was not a big fan of Opera, and wasn't sure that was what I was supposed to be studying.

I volunteered to go on many one month postal position tours overseas with the Air National Guard. I went to Italy, England and twice to Japan. I was about 21 years old and traveling the world! I spent a whole day in Venice by myself, and had my first train ride to get there (with a couple of train changes on the way). It was interesting to learn how many foreign coins to use for the train ride.

After traveling to three countries on my own, and going temporary duty (TDY) with our unit to Germany and France, I decided I was ready to move somewhere new, outside of Nebraska. My sister had moved to Tucson, Arizona a couple of years previously and I had gone to visit her and loved it. So, I moved to Tucson. My dad and I were driving to Arizona on September 11, 2001. We stopped to visit family in Texas and saw the 9/11 attacks on television. Needless to say, it was an interesting trip the rest of the way to Tucson and my dad ended up having to stay longer since his flight was delayed several days.

I transferred to the 162nd Fighter Wing, Arizona Air National Guard and shortly after, started an AGR tour. During this time I worked in Contracting, Quality Assurance, the Network Control Center in Communications Flight and eventually at Davis-Monthan Air Force Base at the 162nd Fighter Wing Alert Detachment.

I really loved Arizona. My sister and her family and I were very close while we all lived there. I had my two children

in Arizona while living and working on Davis-Monthan Air Force Base. I also finished my college degree in Business. In January of 2010, my sons and I moved back to Nebraska during one of the coldest winters and I wondered what I was thinking.

It was quite a culture shock moving back to Nebraska after nine years, but I returned, hoping that my sons could learn first-hand the moral values and work ethic Nebraska has to offer. Since moving back to Nebraska, I have worked in several areas on base before being hired as the Mission Support Group Admin and orderly room attendant, working for Colonel Wendy Johnson. My first five years in the military were spent here at the 155th ARW working as an admin troop in Operations and in Logistics Plans, working for then Captain Wendy Johnson. I have served 17 years in the military, and I joined when I was 17 years old. So, I have spent half of my life in the military!

Even though I have spent about half of my life in the military, my real love is music. I began playing the piano at the age of five, and growing up I used it as therapy to get me through the difficult times in life. I can read music and play by ear, and I also compose my own music. I have also been a singer for most of my life, and try to sing for an audience every chance I get. It still makes me nervous but it is a very good feeling as well.

My sons are growing up fast and are already ages seven (Joaquin) and four (James). I know that my greatest accomplishment in life will be to show my sons how to be happy, healthy and productive adults. I strive to meet life's challenges with solutions and progress to the best of my ability in order to show my sons what they can accomplish in life.

I am currently working on my Master's Degree in Business Administration, with just four classes remaining. I am very grateful to the Air National Guard for giving me the skills and opportunities I have had and the ability to raise two sons on my own. I cannot imagine how different our quality of life would be had I not joined the military.

*Empowerment by COL Brett Andersen continued from Page 3*

Nebraska Military Department operates. Encouraging employees at all levels of our organization to think through complex problems helps develop the thinking skills required when they rise to positions of greater responsibility. They will have grown up in an organization that believes in empowering at all levels.

Empowerment instills a sense of trust and confidence throughout an organization. "Competent leaders know the best way to create a solid organization is to empower subordinates. Give them a task, delegate the necessary authority and let them do the work. Empowering the team does not mean omitting checks and making corrections when necessary."<sup>4</sup> However, it does require leaders to delegate to a level of discomfort, to a breadth and depth that is required in a given situation for mission accomplishment. Empowerment could be the truest measure of diversity. It allows for individuals to challenge assumptions about the status quo and provides the ability to determine how things can be.

We don't have to be the same to work towards mission accomplishment. Nor do we have to think the same. In fact, we shouldn't think the same. Maybe value should be placed on thinking differently. If each of us believes that we have the ability to change our organization and are encouraged to do so if it makes us better, then we are starting to understand what it means to be diverse.

### Sources

1. *Mission: Readiness, Ready, Willing, and Unable to Serve*, 2009; [http://usgovinfo.about.com/library/PDF/unable\\_to\\_serve.pdf](http://usgovinfo.about.com/library/PDF/unable_to_serve.pdf).
2. Dr. Stephen Gerras, *Thinking Critically about Critical Thinking, USAWC Strategic Thinking Course Selected readings*, Carlisle PA, August 2011, page 25.
3. Catherine Reazak, "Leadership White Paper: Developing Critical Thinking in Today's Leaders", 2011, 3, <http://www.paradigmlearning.com/documents/Developing%20critical%20thinking%20in%20today%20s%20leaders%20006.pdf>.
4. U.S. Department of the Army, *Army Leadership, Field Manual 6-22* (Washington DC: U.S. Department of the Army, October 12, 2006), 3-11.



BTG  
DIVER-CIPE  
CORNER

# GARLIC AND PAPRIKA ROAST BEEF, ROASTED PEPPERS & YORKSHIRE PUDDINGS

Submitted by Jessie Bockelman

With permission from Dave Evans

*My husband Brian works for the Computer Science Department at the University of Nebraska-Lincoln. He collaborates on large projects with other institutions such as Fermi National Accelerator Laboratory, or Fermilab, which is a physics lab located in Batavia, Illinois. Dave Evans is a United Kingdom expatriate who worked at Fermilab and became friends with Brian and myself. One of his passions in life is cooking, so I turned to him for a recipe for a traditional British dish.*

*Be sure to make the Roast Beef on page 25 before preparing the roasted peppers and puddings.*

## ROASTED PEPPERS

### Ingredients

1 large red onion, sliced	1/2 cup of pitted, chopped black olives	1 Tbsp balsamic vinegar
2 red bell peppers, seeded and sliced	1 Tbsp capers	salt and pepper
2 yellow bell peppers, seeded and sliced	2-3 Tbsp olive oil	

### Instructions

Toss the vegetables in the oil, spread in a single layer on a baking sheet or dish and roast for 20-30 minutes, tossing them occasionally to cook evenly and crisp up.

## YORKSHIRE PUDDINGS

<http://britishfood.about.com/od/stepbysteptutorials/ss/yorkspudd.htm>

### Ingredients

4 large, fresh eggs, measured in a jug/ measuring cup	Equal quantity of all purpose/plain flour to eggs	2 Tbsp lard dripping or vegetable oil
Equal quantity of milk to eggs	Pinch of salt	

### Instructions

Heat the oven to the highest temperature possible.

Pour the eggs and milk into a large mixing bowl and add the pinch of salt. Whisk thoroughly with an electric hand beater or hand whisk. Leave to stand for 10 minutes.

Gradually sieve the same volume of flour (as the eggs) into the milk and egg mixture, again using an electric hand beater or hand-whisk to create a lump-free batter resembling thick cream. If there are any lumps pass the batter through a fine sieve.

Leave the batter to rest in the kitchen for a minimum of 30 minutes, longer if possible - up to several hours.

Place a pea-sized piece of lard dripping or 1/2 teaspoon vegetable oil in a Yorkshire Pudding tin (4 x 2" hole tin) or 12-hole muffin tin and heat in the oven until the fat is smoking. Give the batter another good whisk adding 2 tablespoons of cold water and fill a third of each section of the tin with batter and return quickly to the oven.

Leave to cook until golden brown (approximately 20 minutes). Repeat the last step again until all the batter is used up.

A tray of Yorkshire Puddings fresh from the oven should be well-risen, golden brown with a crisp exterior and soft middle.

*Continued on Page 25*



*Diver-cipe continued from Page 24*

## GARLIC AND PAPRIKA ROAST BEEF

What you see below is a New York Strip Steak Roast, which essentially is a foot thick strip steak with a generous layer of fat on top, optimized for roasting and then slicing into several very thick slices. This is actually a new cut for me. I guess it is pretty similar to a prime rib roast, but I was quite happy to find it when poking around the meat department at the grocery store.

This is a bit of a variant on the normal Roast Beef and Yorkshire Sunday Roast, in that it uses a similar flavouring mix that I tried on my Rosemary Smoked Lamb from back in

the summer: A marinade/rub/paste made of roasted garlic and smoked paprika. This was something that worked really well on the lamb and I had wanted to try it on beef as well. This seemed the perfect time. Perhaps because this was driven by something I cooked in summer, I went in a different direction with the accompaniments compared to the usual Sunday roast suspects, cooking some roast peppers and creamy polenta. This still made a fairly traditional beef red wine roasting pan gravy that would pick up the smoky/sweet flavours of the beef.



### Ingredients

1 New York Strip Roast or Prime Rib  
Roast suitable for 4-6 people  
1 head roast garlic

1 Tbsp smoked paprika  
1 Tbsp finely chopped fresh rosemary  
2 tsp ground black pepper

2 tsp coarse salt  
2 Tbsp red wine vinegar  
2-4 Tbsp Olive oil to mix the paste

### Instructions

A couple of hours before you want to start cooking, mash up the garlic with a knife and work the dry seasonings into it.

As it dries out, drip in the vinegar and then the olive oil, alternately chopping and crushing with the flat of the knife

blade to make a smooth, spreadable paste like the texture of peanut butter.

Rub this onto every side of the meat and let it soak it up in the fridge for an hour or two.

### Stock Ingredients

2 onions  
2 carrots  
2 sticks of celery  
1 small leek  
2 cloves crushed garlic  
1 tsp peppercorns  
1 tsp coriander seeds  
2 bay leaves  
2 glasses red wine  
4 cups beef stock

### To Thicken

1 shallot, finely diced  
1 Tbsp butter  
1 Tbsp Olive oil  
2 Tbsp flour

### Instructions

Preheat your oven to 350°F.

Put the stock ingredients into the bottom of a roasting pan, and put the meat above it on a roasting rack to collect the drippings. Insert a temperature probe set to whatever temperature you want it to be cooked to, remembering the increase of 10° or so picked up from resting it. Cover the roast with foil and cook until almost the internal temperature you desire and then uncover it and crank the oven temperature up to 400°F or so, to crisp up the outside then wrap it in foil and let it rest while you cook everything else.

Drain the cooking juices from the pan and strain them.

Heat the oil and butter and cook the shallot until it is translucent, then add the flour and cook it until it makes a gravy. Add the juices to the gravy, whisk well and leave it to simmer to thicken up. Check the seasoning.

While the meat is resting, crank the oven up to cook your Yorkshire puddings and any other roast vegetables to go alongside it.



# NATURALIZED CITIZENSHIP SERIES PART 7

26

Immigration Trivia continued from Page 9

## IMMIGRATION TRIVIA ANSWERS

1. B. Five years.
2. C. There were 1,000 women on board looking for husbands. Many of the women picked out a new husband and exchanged vows right there in the Great Hall.



3. D. Department of Homeland Security.
4. A. Permanent Resident Card.
5. E. Ellis Island was originally no more than a lot of sand in the Hudson River. The Mohegan Indians who lived by the island called it Kioshk – or Gull Island. In the 1630s, Dutchman Michael Paauw acquired the island and renamed it Oyster Island for the many surrounding oyster beds. In the 1760s, pirates were hanged from its gallows trees (or gibbet), and it then became known as Gibbet Island.
6. A. It housed enemy service members. During and immediately following World War II, Ellis Island was used to intern German merchant mariners and enemy aliens - American civilians or immigrants detained for fear of spying, sabotage, etc. Some 7,000 Germans, Italians and Japanese were detained at Ellis Island.



7. C. Annie Moore. She and her two brothers were coming to America to meet their parents, who had moved to New York two years prior. She received a greeting from officials and a \$10 gold piece. The last person to pass through Ellis Island was a Norwegian merchant seaman by the name of Arne Peterssen in 1954.



8. D. Frank Capra. Frank Robert Capra was a Sicilian-born American film director. He immigrated to the U.S. when he was six, and eventually became a creative force behind major award-winning films during the 1930s and 1940s.



Continued on Page 27

# NATURALIZED CITIZENSHIP SERIES PART 7



27

*Immigration Trivia continued from Page 26*

9. A. Madeleine Albright. Born in Prague, Czechoslovakia in 1937, she and her family arrived in the U.S. in November 1948. Secretary Albright was the first woman to become Secretary of State.
10. C. Ellis Island opened on January 1, 1892 and closed its doors in November 1954. Millions of immigrants passed through Ellis Island's doors during that time. It is



estimated that close to 40 percent of all current U.S. citizens can trace at least one of their ancestors to Ellis Island.



*First Ellis Island Immigrant Station, opened on January 1, 1892. Built of wood, it was completely destroyed by fire on June 15, 1897.*

[http://www.ellisland.org/genealogy/ellis\\_island\\_timeline.asp](http://www.ellisland.org/genealogy/ellis_island_timeline.asp)

[http://www.thestatueofliberty.com/ellis\\_island.html](http://www.thestatueofliberty.com/ellis_island.html)

<http://www.history.com/topics/ellis-island>

<http://www.britannica.com/EBchecked/topic/13109/Madeleine-Albright>

[http://www.rottentomatoes.com/celebrity/frank\\_capra/biography.php](http://www.rottentomatoes.com/celebrity/frank_capra/biography.php)

<http://ellis-island-immigration.com/ellis-island-trivia-little-known-facts/>



*NEMA continued from Page 15*

## 2004

Governor Heineman issues an executive order directing the adoption of the National Incident Management System (NIMS) by all appropriate entities in the state. NIMS is the accepted standard to guide emergency and disaster response.

## 2006

The Nebraska Legislature creates the Nebraska Office of Homeland Security. This legislation creates the Homeland Security Policy Group whose members are appointed by the governor and chaired by the Nebraska Director of Homeland Security. Governor Heineman appoints the Lieutenant Governor as the Nebraska Director of Homeland Security. The Homeland Security Policy Group and NEMA are tasked with the development and implementation of compliance standards for NIMS at the state and local level. The governor tasks NEMA to provide administrative support to provide coordination of Homeland Security activities throughout the state.

## 2012

### A New Home for NEMA

After nearly 50 years in an outdated underground bunker, NEMA moved to its new home at the Joint Forces Headquarters (JFHQ) building, 2433 Northwest 24th Street on the Nebraska National Guard Air Base. NEMA occupies about 17,000 square feet of the 140,000 square foot, modern, multi-story structure. The new SEOC creates close coordination of services between the National Guard, Nebraska State Patrol and NEMA to provide immediate response. In addition, the new SEOC is a hardened portion of the JFHQ, making it the designated tornado shelter for the entire building.

When disaster strikes, Federal, State and military emergency



*Inside NEMA's new headquarters.*

response officials will meet in the new SEOC. This new SEOC includes a large video wall display system integrated with computers, video teleconferencing, state-of-the-art communications technology and is tied into other rooms, including a conference room for the governor's policy group.

Through the integration of communications and computer technology at its disposal, the SEOC is able to display, in real time, aerial video feeds from the Nebraska State Patrol and the Nebraska National Guard. The video wall then simultaneously displays up to eight other information sources, such as incident logs, maps, weather radar or television broadcasts.

From its humble beginnings of a staff of volunteers on the twelfth floor of the State Capitol, NEMA has evolved to meet the ever-changing requirements of disaster planning and response and stands ready to continue its mission to coordinate local, State and Federal resources to safeguard Nebraska.





# ASIAN COMMUNITY AND CULTURAL CENTER'S SUDAN LUNCH AND LEARN

By Mary Schmidt-Rodriguez

The Asian Community and Cultural Center (ACCC) is sponsoring a new series of lunch and learn events in Lincoln. The first of these luncheons focused on Sudan and South Sudan and featured Sudanese cuisine for the meal. Lincoln is home to a growing Sudanese population and this is a way to have Lincolniters learn about this very interesting culture.

The speakers, Khamisa Abdalla and Sebit Deng are from different regions in South Sudan. Both live in Lincoln. Khamisa is the African Team Coordinator for the Fusion Project at the ACCC. Sebit is the ELL Bilingual Liaison for Lincoln Public Schools.

Sebit began the lecture by giving us a background of the Sudanese culture, the differences between North and South Sudan and why they are divided. The north is controlled by Muslims from Saudi Arabia and the south is predominantly Christian and African. The conflict started when the Africans wanted their country back.

There are many different tribes in Sudan who speak different languages and dialects. This was the main challenge they faced in banding together to control their own government and country. Before they came together they fought amongst each other all the time. They finally discovered there was power in unity and started working together to achieve independence.

Before unity, the different tribes had to find a way to distinguish themselves from each other. This led to scarring themselves for beauty. Men didn't have a choice, so when they came of age they had to endure this ritual without crying to show they were men. This was a test

of courage even though this process can cause blindness. Women had a choice whether to be scarred or not. This isn't practiced as often now because the tribes don't fight as much so they don't need to tell each other apart.

The Dinka are the largest tribe in South Sudan. The term *The Lost Boys* refers to the Dinka people who were displaced due to the civil war. The Dinka led the movement against the Arab population in the north.

The Nuer people are the second largest tribe. They are mostly in South Sudan and Ethiopia. They speak the Nuer language.

The Nuba Mountains cover a geographical area the size of Scotland and are the home to over 100 languages/tribes both Christian and Muslim.

All the tribes use cows as currency as well as a dowry when a female is married.

The Sudan Civil War officially ended in 2005 but there are still many who fight. There was another official ending to the war on 9 July 2011. In January 2011, 99% of the South Sudanese population voted in elections to secede from North Sudan. There are many resources in South Sudan including gold, diamonds and oil, and the North controls the resources. The South wants control back. There is also very high unemployment.

Khamisa then spoke more about family in Sudanese culture. They usually have very large families; between 10-25 in one family. Gender roles are highly defined in parenting. Men raise the boys and women raise the girls. They are separate in family and schools. Men are the heads of the



households and are responsible for providing for the family. Some women do work, but men are the primary earners.

The elderly are very important in their culture and are highly respected. Children are deeply appreciated even though they aren't allowed to mix socially with adults. There is no dating before marriage. Honor is very important. Divorce is rare and the shame is on a woman if a marriage ends in divorce. Children are raised collectively in villages in Sudan.

These are just a few things to share about Sudanese culture in this article. Both speakers emphasized how Lincoln and Nebraska have been very loving and supportive of the Sudanese who have come to live here. The speakers are glad to live here and say the other Sudanese here are also glad to be here. We anticipate having more articles to familiarize Nebraskans with their Sudanese neighbors.

